

John A. Vasquez, PhD

Michigan State King-Chavez-Parks Future Faculty Fellow
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EDUCATION

- 2020 Ph.D., Higher, Adult & Lifelong Education, Michigan State University, Lansing, MI
- 2006 Master of Health Services Administration, University of Michigan School of Public Health
- 2001 Bachelor of Arts in Organizational Management, University of Michigan, Ann Arbor, MI

DEI RELATED RESEARCH EXPERIENCE

- 2020 -- Grant Coordinator, *Éxito Educativo Project, Grand Rapids, MI*
Wrote and received funding from the Michigan College Access Network to turn the *Éxito Educativo* project into a virtual program. Managed grant and reporting process including developing a process for providing access to computers and virtual hotspots for community participants. Facilitated sessions on college admissions and financial aid in English and Spanish for prospective students and their parents.
- 2016 - 2019 Research Assistant, *Broadening Experiences in Scientific Training (B.E.S.T)*, The Graduate School, Michigan State University. Review and synthesize literature and secondary data sources related to externships (“micro-internships”) for Ph.D. students. Analyze student and programmatic data to develop reports related to this NIH-sponsored program.
- 2017 - 2018 Research Associate, The National Forum on Higher Education in the Public Good, University of Michigan. Developed a report titled “*Building Institutional Support for Undocumented Students in Michigan Colleges & Universities*,” a project funded by the Kresge Foundation. Responsible for leading a team of graduate and undergraduate students analyzing policies related to undocumented students of 45 public higher education institutions in the state of Michigan.
- Summer 2018 Research Intern, *Council of Graduate Schools*, Washington, D.C. Worked on numerous projects related to graduate education including producing tables for the 2017 Graduate Enrollment & Degrees Report, research, wrote and updated grant proposals to support research on CGS’s doctoral initiative on minority on minority attrition and completion, and working on a literature review and background research on career pathways after the Ph.D.
- 2016 - 2018 Graduate Student Researcher, *Éxito Educativo* project sponsored by the Julian Sámore Research Institute, Michigan State University, East Lansing, MI. Part of an interdisciplinary team that developed a bilingual, 2-hour long, 6-week program to develop and support a college-going culture for Michigan Latino families.

DEI EXPERIENCE

- 2020 -- **Director of Assessment & Professional Development**, *The Graduate School, Van Andel Institute, Grand Rapids, MI*
- Develop instruments and procedures to conduct equity-minded evaluation and assessment of new and existing courses and programs; develop surveys,

conduct interviews and focus groups to collect feedback from faculty, students, and alumni for program review, the Higher Learning Commission and other accreditation purposes; oversee all data collection, management and reporting for school.

- Design and direct periodic program review processes; lead collaborative teams in collecting, analyzing, and presenting program review data to relevant committees, and develop reports.
- Advise and support the Dean in policy development and implementation, guiding and implementing aspects of the School's strategic plan and serve as project manager on specific initiatives.
- Develop and direct workshops and training for faculty on equity-minded assessment techniques, evaluation of teaching effectiveness, educational principles, and pedagogy.
- Assist with efforts to recruit diverse student populations by presenting at local, regional, and national conferences and developing new programs and partnerships with undergraduate programs.
- Provide holistic admissions review training and mentoring best practices for faculty to help advance the Graduate School's commitment to access, equity, and inclusivity.
- Measure retention and effectiveness of student support services developed to foster academic success, social support, and mental health of students.

2019 --

Facilitator for Equity in Graduate Education Workshops, IGEN: *Inclusive Graduate Education Network*

- This NSF INCLUDES Alliance is a partnership of over 30 societies, institutions, organizations, corporations, and national laboratories leading a paradigm shift in increasing the participation of underrepresented racial and ethnic minority (UREM) students who enter graduate or doctorate level programs in the physical sciences. Its charge is to match the advanced degree participation rates to those of undergraduate student percentages and eliminate this disparity while increasing diversity in the reserve of future scientists.
- As a facilitator, provide interactive workshops on holistic graduate admissions in both in-person and virtual formats.
- Workshop topics include the legal landscape for affirmative action in admissions, using non-cognitive competencies in admissions; aligning admission with program mission; linking holistic review with recruitment efforts.

2017-2019

Leadership & Cultural Competency Trainer, *Michigan State University Humphrey Fellows Program, Lansing, MI.*

- Hired annually to provide leadership training and one-on-one consultations for 10-15 visiting professionals from universities, government, and industry trainees from all over the world.
- Provide training on effective team building and management, including conflict negotiations, inter-cultural, and inter-group relations.

2012-2014

Academic Program Officer for Multicultural Academic Initiatives, *Rackham Graduate School, University of Michigan, Ann Arbor, MI*

- Advise Rackham Dean and Dean's Cabinet on issues related to graduate education of under-represented and minoritized students; contributed high-level strategic thinking and programming around the implementation of the

“graduate school pipeline”; collaborate with counterparts across the university on activities and projects and collectively troubleshoot and problem-solve on a range of issues and questions related to diversity, equity, and inclusion in graduate education.

- Manage three NSF Funded Grants totaling \$5,474,615; responsible for preparing budgets, managing expenditures, and reporting for both internal and external leadership; working with fellowships and financial aid offices to create funding plans for graduate students and negotiating financial arrangements with academic programs; maintaining program documentation and files including producing annual reports for federal agencies and the general public.
- Develop, plan, and execute multi-faceted programs, events, and related activities that promote the academic development of graduate students' professional, academic, life, and networking needs.
- Use institutional data, surveys, climate studies, focus groups, and other research materials and the outcomes of the Rackham Program Review to identify and communicate successful practices to promote timely degree completion and address issues related to academic success
- Develop and facilitate workshops on academic and professional development for graduate students including developing academic portfolios and leadership development

2008-2012 **Senior Assistant Director, Undergraduate Research Opportunity Program, University of Michigan, Ann Arbor, MI**

- Responsible for coordinating efforts and outreach activities with UM Undergraduate Admissions including representing the University on panels, high school outreach workshops; coordinated and supervised recruitment and admission process of over 2,000 applicants per year
- Manage web-based database housing academic, financial, and student information for students
- Responsible for managing the academic progress of 1,200 students participating in the program including dissemination and processing of grade notices, mid-year evaluations, and other reports
- Manage and advise approx. 300 students in pre-health career track (including transfer students)
- Develop curriculum and lead discussion sections for two courses targeted at multiple audiences, including community college transfer students & under-represented students; curriculum centered on helping students (with no experience in research) conduct research and use mentored research opportunity as a bridge for successful college transition
- Define learning goals and assessed learning outcomes for students participating in faculty-mentored research experiences.
- Additional administrative duties included creating print, electronic, and other marketing materials, managing the UROP Website, allocating room space for courses, and large event planning.
- Directly supervise 12 student employees; functional supervision of 3 full-time staff

2006-2007 **Diversity Programs Manager, Multi-Ethnic Student Affairs & The William Monroe Trotter Multicultural Center, University of Michigan, Ann Arbor, MI**

- Increased the visibility of The William Monroe Trotter Multicultural; developed diversity, social justice, and other training for students, faculty, and staff
- Developed process for providing funding to students and organizations through grants program funded directly by the UM President's Office
- Administrative duties included supervision of some professional staff, students, and interns through the MESA Office and developed budget reports for Multicultural Center Programs
- Recommend changes & improvements for department mission, direction, goals, and objectives; develop strategies for increased staff retention and training

STUDENT ADMINISTRATION EXPERIENCE

2016 - 2019 **Ph.D. Career Consultant**, *The Graduate School, Michigan State University, East Lansing, MI*

- Through one-on-one and workshops, provide advice and support to graduate students, postdocs, and adjunct faculty on career and professional development, including job search fundamentals such as writing resumes and cover letters, teaching, and research statements, networking and interviewing for tenure-track and non-academic jobs
- Manage office social media accounts, monthly newsletter, and other communication mediums
- Develop a deep understanding of a variety of career pathways in multiple disciplines both inside and outside the academy for PhDs and Postdocs
- Track and report on trends in growth areas in multiple disciplines and research & investigate new career opportunities for Ph.D. graduates
- Coordinate career & professional development programs with academic programs, student groups, and other constituencies.

2014-2015 **Academic Program Manager**, *Department of Medical Education, University of Michigan Medical School, Ann Arbor, MI*

- Operationalize the development of the first national competency-based master's degree for medical professionals
- Managed the non-instructional department operations including recruitment, registration, and financial aid processes; developing and implementing the program's academic policies and procedures; maximizing operations and recommending and implementing new programmatic initiatives
- Guide and advise department chair and faculty on curricular and instructional matters, including acting as an ex-officio member on all department committees (e.g. executive, curriculum, recruitment, and evaluation) on policies and procedures and providing strategic vision for developing a well-run and model academic unit
- Responsible for applying for and managing application processes for accreditation from the Higher Learning Commission and application to participate in the Federal Loan Program through the U.S. Dept. of Education.

2007-2008 **Project Manager**, *Counseling and Psychological Services, Division of Student Affairs, University of Michigan, Ann Arbor, MI*

- Administrative manager for www.mitalk.org, an interactive mental health website for students at all three campuses of the University of Michigan; managed \$300,000 yearly budget and supervised technical staff, interns, and

work-study students helping to create all aspects of the site including developing web content, videos, and marketing

- Develop a strategic vision for the project including the creation of a student mental health campaign
- Develop a communication plan to facilitate project status with senior UM Officials, educational entities, government agencies, and potential funding donors

TEACHING EXPERIENCE

- Winter 2018 Instructor, Department of Education Administration, MSU College of Education, *EAD 315: Student Leadership Training*
Description: Utilize both experiential and discussion-based learning that enables students to practice and reflect on leadership dispositions and skills. Course topics include an overview of leadership theories, leadership skills, self-awareness and efficacy, communication, diversity, equity & inclusion, ethics, teamwork, and group dynamics.
- 2011 - 2012 Instructor, University of Michigan Undergraduate Research Opportunity Program, *UC 280.007: Changing Gears Seminar for Community College Transfer Students*
Description: The course focus was on the basics of inquiry and research methods in biomedical research. Duties included organizing periodical guest lectures, course planning, class activity planning, discussion leading, lecture outlining, grading, extended mentorship, some statistical software instruction.
- 2008 - 2011 Instructor, University of Michigan Undergraduate Research Opportunity Program, *UC 280.010: Junior/Senior Seminar*
Description: The course focus was on the basics of inquiry and research methods in research for advanced standing students. Duties included organizing periodical guest lectures, course planning, class activity planning, discussion leading, lecture outlining, grading, extended mentorship, research portfolio development.
- 1996 - 1998 Seminar Facilitator, the University of Michigan Program on Intergroup Relations, Conflict & Community, *UC 122: Intergroup dialogue Race, Gender and Sexual Orientation*
Description: Topics varied by semester but focused on race, gender, sexual orientation, socio-economic status, religion, and educational justice. Through readings, in-class exercises with thoughtful debrief, and participant journals, and other assignments, helped students explore their own identities, build relationships across different identities and learn about pertinent issues facing various social identity groups on campus and in society. The goal of this class was for students to develop greater intergroup empathy, develop skills to collaborate across difference, and tools to participate in social change. Duties included course planning, class activity planning, and discussion leading.

CONFERENCE POSTERS, PRESENTATIONS & WORKSHOPS

Academic Conference Poster Presentations (peer-reviewed)

- Vasquez, J.** (2019). *What You Do is More Important than What You Say When Advising, Mentoring, or Supporting Postdoc Women in the Lab*. Presented at the Graduate Career Consortium 2019 National Conference, New Orleans, LA.

Burkhardt, J., Fitzgerald, T. J., Gruppen, L.D... & **Vasquez, J.** (2014). *Competency-based Education for Medical Educators: Implementation and Implications*. Presented at the AMEE Meeting: An International Association for Medical Education, Chicago, IL.

Decosmo J., Harris, J., Gregerman, S. & **Vasquez, J.** (2012). *A Community of Scholars Approach to Undergraduate Research*. Presented at the meeting of the Association of American Colleges & Universities, Seattle, WA.

Academic Conference Panels & Presentations (peer-reviewed)

Vasquez, J. (2018, February). *A dream deferred: Developing a framework for inclusive policies to support immigrant, undocumented, and DACA students*. 2019 Higher Education Applied Research Forum, Ann Arbor, MI.

Acosta, A., & **Vasquez, J.** (2018, November). *Building institutional support for undocumented students in Michigan colleges and universities*. 2018 Michigan Association for Institutional Research Conference, Midland, MI.

Acosta, A., & **Vasquez, J.** (2018, September). *Best practices when advising undocumented and DACAmented students*. 2018 National College Access Network Conference, Pittsburg, PA.

Vasquez, J. (2018, September). *To be or not to be: How the postdoctoral research experience influences career trajectories of future scientists*. 2018 Michigan AGEP Alliance Fall Conference, Michigan State University, East Lansing, MI.

Martin, N., & **Vasquez, J.** (2018, April). *Building stronger partnerships between career services & postdoc associations*. 2018 National Postdoc Association Conference, Cleveland, OH.

Vasquez, J. (2018, March). *Exito Educativo: Using narrative inquiry and a funds of knowledge framework to develop a culturally-relevant college outreach program for Michigan Latinx communities*. 2018 Michigan College Access Network Conference, East Lansing, MI.

Vasquez, J. (2017). *The Problem with Postdocs: A Review of the Literature*. 2017 Michigan AGEP Alliance Fall Conference, Michigan State University, East Lansing, MI.

Driska, A. P. & **Vasquez, J.** (2017, August). *How do we evaluate coach education programs in Higher Education? Comparing program evaluation with program assessment*. Presented at the biennial Global Coaching Conference of the International Council for Coaching Excellence, Liverpool, UK.

Greenwalt, K., **Vasquez, J.**, Landgraf, J., & Geraghty, L. (2017, April). *Why XY? Leveraging positive role models to empower at-risk, young minority males to aim high*. In K. Greenwalt (Chair), The 7th Annual School & Society Forum. Forum conducted as the John Dewey Society Meeting for the Study of Education and Culture at AERA Meeting, San Antonio, TX.

Easterly, T., Hung, I. G., Sung, D... & **Vasquez, J.** (2016, June). *A 'thyme' to diversity: Intentional mental health outreach committee formation and functioning*. Association for University and College Counseling Center Outreach 2016 Symposium, Columbus, OH.

Vasquez, J. (2010). *Access & Success through Community College Student Research Fellowships*. Presented at the Jack Kent Cooke Foundation Annual Meeting, Washington, D.C.

- Gregerman, S. & **Vasquez, J.** (2010). *The Role of Undergraduate Research in Student Retention & Academic Success: Promising Practices in STEM Education*. Presented at the National Conference on Undergraduate Research, Ogden, UT.
- Desprez, M. J. & **Vasquez, J.** (2008). *Partnerships for Promoting Wellness*, Presented at Educating the Whole Student: The Seventh Annual Advising Conference. University of Michigan, Ann Arbor, MI.
- Asida, C., Sevig, T. & **Vasquez, J.** (2008). *Do Something: An Outreach Campaign to Increase College Student Mental Health Awareness*. Presented at the Big Ten Counseling Center Conference, Madison, Wisconsin.
- Soet, J. & **Vasquez, J.** (2008). *Healthy Living: Reinforcing a Safe and Supportive Climate for Student Success*. Presented at the Social Climate Matters Conference, University of Michigan, Ann Arbor, MI.
- Vasquez, J.** (2008). *MI Talk: Creating a WEB of Support for Students at the University of Michigan*. Presented at the Depression on College Campus Conference, University of Michigan, Ann Arbor, MI
- Vasquez, J.** (2008). *Using Research to Partner with Students on Mental Health*. Presented at the Deconstructing Theory to Practice: The Fourth Annual Student Affairs Research Symposium, University of Michigan, Ann Arbor, MI.
- Byrne, H., Coffey, R. & **Vasquez, J.** (2007). *Student Affairs Programs with a Social Justice Lens: A Roundtable Discussion*. Chaired roundtable discussion at the Michigan College Student Personnel Association Annual Conference, Mt. Pleasant, MI.
- Vasquez, J.** (2007). *Engaging Students in the Wild: Can We Really Do That? A Partnership Building Workshop for Students & Administrators*. Presented at the Michigan College Student Personnel Association Annual Conference, Mt. Pleasant, MI

Invited Panels and Presentations

- Vasquez, J.** (2018). Panelist for “Building Institutional Support for Undocumented Students in Colleges and Universities” for the Michigan College Access Network 2018 Conference.
- Vasquez, J.** (2017) Invited talk on “Recruiting, Supporting and Retaining Undocumented and DACA Students in Higher Education” organized by Florenio Hernandez, President of Advocates for Latino Student Advancement in Michigan Education.
- Vasquez, J.** (2017). Invited panelist for "Getting settled in and thriving in graduate school: A graduate student guest panel" organized by Dr. Leslie D. Gonzales, Michigan State University.

SERVICE

Michigan State University, East Lansing, MI

- 2018 – 2019 Rueda Latin@ Graduate Student Association
 2016 –2017 Graduate Student Representative, Chicano/Latino Association
 2015 – 2017 Lead Facilitator for Éxito Educativo, The Julian Sámora Research Institute

University of Michigan, Ann Arbor, MI

2009-2015 Board Member, Latina/o Studies Faculty Advisory Board
2007-2010 Chair, Student Mental Health Work Group
2006-2010 Trainer, LGBT Ally Training Program, Office of LGBT Affairs
2006-2009 Men's Activism Committee, Sexual Assault Prevention & Awareness Program
2004-2008 Staff Mentor, Mentorship Program
2004-2006 Advisor, Assisting Latinos to Maximize Achievement
2004-2006 Advisor, Biotechnology Education on Campus
2004-2006 Advisor, Multi-cultural Pre-health Association

Profession/Field

2020 Ex-Officio Member & Diversity Co-Chair for the Graduate Career Consortium
2019 -- Reviewer, Proceedings of the National Conference of Undergraduate Research
2019 -- Co-chair, Resource Development Committee, National Postdoc Association
2015 -- 2019 Executive Board Member, Michigan Alliance of Latinos Moving Toward Advancement
1998 -- 2019 Co-Lead Facilitator, LeaderShape Institute, Champaign, IL

FELLOWSHIPS

2019 King-Chávez-Parks Future Faculty Fellowship
2019 MSU College of Arts & Letters Digital Humanities Fellowship
2016 MSU Graduate School Ph.D. Career Services Fellowship
2015 MSU Department of Educational Administration Summer Fellowship

GRANTS AND FUNDING AWARDS

2020 Michigan College Access Network COVID-19 Community Engagement Grant (\$10,000)
2019 State of Michigan King-Chavez Parks Future Faculty Fellowship (\$39,000)
2019 UM-ICPSR Scholarship for Education Research in Quantitative Methods (\$6,000)
2018 MSU College of Education Dissertation Summer Research Award (\$6,000)
2018 MSU Center for Higher & Adult Education Summer Internship Award (\$2,000)

RECOGNITIONS

2019 UM Undergraduate Research Opportunity Mentorship Award (Honorable Mention)
2009 UM La Celebración Latina Circle Award

PROFESSIONAL AFFILIATIONS

American Association of Hispanics in Higher Education (AAHHE)
Association for the Study of Higher Education (ASHE)
Council of Undergraduate Research (CUR)
Graduate Career Consortium (GCC)
National Academic Advising Association (NACADA)
POD Network: Professional and Organizational Development Network in Higher Education
Society for Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)